

# EXHIBIT 32

## **TSSAA/TMSAA TRANSGENDER POLICY**

### **Philosophy of Gender Identity Participation:**

The TSSAA/TMSAA allows participation for all students regardless of their gender identity OR expression. The purpose of this policy is to designate a set of criteria in which student-athletes are able to compete on a level playing field in a safe, competitive and friendly environment, free of discrimination. Fundamental fairness, as well as some local, state, and federal rules and regulations require schools to provide transgender student-athletes with equal opportunities to participate in athletics. This policy is designed to create a framework in which the participation may occur in a safe and healthy manner that is fair to all competitors.

### **Gender Identity Policy/Procedure:**

All students should have the opportunity to participate in TSSAA/TMSAA activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student's records. Once the student has been granted eligibility to participate in the sport consistent with his/her gender identity, the eligibility is granted for the duration of the student's participation and does not need to be renewed every sports season or school year.

### **Privacy Statement:**

To the extent permitted by law, all discussions and documents at all levels of the process either by a member school and/or the TSSAA/TMSAA shall be kept confidential, and the proceeding will be sealed unless the student and family make a specific request.

### **Definitions:**

1. **Transgender Person** – A person whose gender identity does not match the sex assigned to him or her at birth.
2. **Gender Identity** – A person's deeply-felt internal sense of being male or female.
3. **Gender Expression** – A person's external characteristics and behaviors that are socially defined as either masculine or feminine (dress, speech, mannerisms, social interactions, etc.)

### **Steps Required for Consideration to Participate:**

#### **1. Notice to the School:**

The student and/or parent(s)/guardian(s) shall contact the administration at their member school indicating that the student has a consistent gender identity different than listed on the student's school registration records or birth certificate and that the student desires to participate in athletics in a manner consistent with his/her gender identity.

**2. Notice to the TSSAA/TMSAA:**

The member school administration shall contact the TSSAA office, which will assign a facilitator who will assist the school and student in preparation and completion of the TSSAA/TMSAA Gender Identity Eligibility Process.

**3. Necessary Documentation:**

The member school shall assist in collecting the following information:

- A. Current transcript and school registration information;
- B. Documentation from individuals such as, but not limited to, parent(s)/guardian(s), friends, and/or teachers which affirm that the action, attitudes, dress, and manner demonstrate the student's consistent gender identification and expression;
- C. Documentation from the member school administration outlining specific accommodations that have been made for the student;
- D. Written verification from an appropriate health care professional (i.e. doctor, psychiatrist, psychologist) of the student's consistent gender identification and expression; and
- E. Any other pertinent documentation or information.

**4. Referral to Gender Identity Eligibility Committee:**

Upon receipt of the required documentation from the member school, the Executive Director will refer all necessary documentation to the TSSAA/TMSAA Gender Identity Eligibility Committee (GIEC) for consideration. The GIEC will be selected by the TSSAA/TMSAA and will make a determination on the gender eligibility from the member school. The GIEC will be comprised of a minimum of three of the following individuals:

- A. Physician with experience in gender identity health care and the World Professional Association of Transgender Health (WPATH) Standards of Care;
- B. Psychiatrist, psychologist, or licensed mental health professional familiar with the WPATH;
- C. School administrator from a non-appealing member school;
- D. TSSAA/TMSAA staff member; or
- E. Advocate familiar with Gender Identity and Expression issues.

**5. Notification:**

Written notification of the decision of the GIEC will be rendered to the member school administration by the Executive Director.

**6. Appeals:**

- A. A member school desiring to appeal the Gender Identity Eligibility Committee's decision on behalf of a denied student shall file a "written notice of appeal" with the Executive Director.
- B. All appeals will be to the TSSAA Board of Control.
- C. The TSSAA Board of Control will have the authority to require that additional specified information be submitted.
- D. The TSSAA Board of Control shall hear appeals during their next regularly scheduled meeting.
- E. Written notification of the decision of the TSSAA Board of Control will be rendered to the member school administration by the Executive Director.
- F. The decision of the TSSAA Board of Control shall be final and binding.

**Suggested Areas of Awareness for Member Schools:**

- 1. Have a plan in place
- 2. Use correct names/pronouns according to the student's self-identification
- 3. Gender appropriate restroom accessibility
- 4. Locker room accessibility
- 5. Educational training for teachers, counselors, coaches, administrators, parents, students, and fans on transgender sensitivity in relation to students
- 6. Manner of dress according to gender identity
- 7. Recognize that the student is living in the "gender identity"
- 8. Provide access to resources and accurate information to ensure healthy competition